

Impact of Factors Affecting the Motivation to Transfer of Training: A Study of a Leading Commercial Bank in Sri Lanka

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Motivation to transfer training is a crucial determinant of the effectiveness of training programs. The purpose of this study is to assess the impact of factors affecting motivation to transfer training. This study examines the impact of supervisor support, career commitment, instrumentality and peer support on motivation to transfer training. The researcher identified the gap in a selected commercial bank as well as in the banking industry. This study carried out as a deductive, quantitative and a cross-sectional study. Primary data were collected from one hundred and eleven staff assistant grade employees of a selected commercial bank using a refined questionnaire through an online questionnaire survey, designed as a google form. The sample will pick up by using a simple random sampling method. Hypotheses were developed based on the reviewed literature. SPSS software used to analyze collected data. The findings showed that supervisor support, career commitment, instrumentality, and peer support significantly impact motivation to transfer training and a significant relationship between them.

Keywords: *Career commitment, Instrumentality, Motivation to transfer training, Peer support, Supervisor support*

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